

PENGARUH KONTROL DIRI DAN KEPRIBADIAN *CONSCIENTIOUSNESS* TERHADAP PERILAKU *CYBERLOAFING* PADA KARYAWAN GENERASI Z DI YAYASAN PERGURUAN X

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kontrol Diri dan *Conscientiousness* pada *Cyberloafing*. Sampel penelitian ini adalah 120 karyawan di Yayasan Perguruan X. Hipotesa mayor yang diajukan dalam penelitian ini adalah ada pengaruh Kontrol diri dan *Conscientiousness* terhadap *Cyberloafing* pada karyawan Gen Z Di Yayasan Perguruan X. Hipotesa minor pertama adalah ada hubungan negatif antara kontrol diri dengan *Cyberloafing*, hipotesa minor kedua adalah ada hubungan negatif antara *Conscientiousness* dengan *Cyberloafing*. Uji asumsi dalam penelitian ini menggunakan uji normalitas, Uji multikolinearitas, dan uji heteroskedastisitas. Analisa data yang digunakan adalah menggunakan analisis regresi berganda. Hasil analisa data menunjukkan nilai analisis regresi dengan $F = 40.058$ dan $P=0,000$ ($p < 0.05$), artinya hipotesa mayor diterima yaitu ada pengaruh Kontrol Diri dan *Conscientiousness* terhadap *Cyberloafing*. Hasil analisa data untuk masing-masing uji hipotesa minor menunjukkan bahwa ada hubungan negatif antara Kontrol Diri dengan *Cyberloafing* ($\beta = -0,312$ $p = 0.000$) yang berarti hipotesa minor pertama diterima dan ada hubungan negatif antara *Conscientiousness* dengan *Cyberloafing* ($\beta = -0,464$ $p = 0,000$) yang berarti hipotesa minor kedua diterima. Hasil penelitian menunjukkan bahwa ada sumbangan 39,6 persen diberikan oleh Kontrol Diri dan kecerdasan *Conscientiousness* terhadap *Cyberloafing* dan sisa nya 60,4 persen di pengaruhi oleh faktor lain yang tidak di teliti.

Kata Kunci : Kontrol Diri, *Conscientiousness*, *Cyberloafing*

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ABSTRACT

This research aims to determine the influence of Self-Control and Conscientiousness on Cyberloafing. The sample of this research is 120 employees at the X Education Foundation. The major hypothesis proposed in this research is that there is an influence of self-control and Conscientiousness on Cyberloafing in Gen Z employees at the X Education Foundation. The first minor hypothesis is that there is a negative relationship between self-control and Cyberloafing, hypothesis The second minor is that there is a negative relationship between Conscientiousness and Cyberloafing. Testing the assumptions in this research uses the normality test, multicollinearity test, and heteroscedasticity test. The data analysis used was multiple regression analysis. The results of data analysis show that the regression analysis value is $F = 40.058$ and $P = 0.000$ ($p < 0.05$), meaning that the major hypothesis is accepted, namely that there is an influence of Self-Control and Conscientiousness on Cyberloafing. The results of data analysis for each minor hypothesis test show that there is a negative relationship between Self-Control and Cyberloafing ($\beta = -0.312$ $p = 0.000$) which means the first minor hypothesis is accepted and there is a negative relationship between Conscientiousness and Cyberloafing ($\beta = -0.464$ $p = 0.000$) which means the second minor hypothesis is accepted. The research results show that there is a 39.6 percent contribution made by Self-Control and Conscientiousness intelligence towards Cyberloafing and the remaining 60.4 percent is influenced by other factors that were not examined.

Keywords: *Self-Control, Conscientiousness, Cyberloafing*